



The Solutions Network

Rochester, New York

Getting Along Leads to Success

What is required for organizations to
get along with each other?

1

Requirements



- Must have common goals
- Must have common motivation
- Must have common communication/understanding

Goal



- In the ideal situation all individuals would have the same goals.
- In the real world all individuals have their personal goals which effect the organizational goal.

Motivation



- In the ideal situation, all the motivating forces would be the same, causing everyone to work in the same direction at the same time.
- In the real world each individual has external motivating forces which drives the group in different direction.

Communication



- In the ideal situation when an individual spoke everyone would understand the communication exactly as the individual meant it.
- In the real world, seldom is there a total understanding of the communication. The sender does not send the message intended and the receiver does not hear the message as intended.

Solution



- Realize the existence of the different goals and utilize the differences to your advantage by changing/modifying goals.

Solution



- Understanding the individuals motivation.
- Utilize it for the common good.
- Change the importance of the individuals external motivational forces.

Solution



- Good communication.
- Understand the message you are sending.
- Restate what you hear and how you understand it.
- Make the appropriate adjustment to the message.